

## Article - Labor and Employment

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§3–707.

(a) This section applies to a proceeding before an administrative or executive board or any similar body provided by an employer, employee organization, or union to hear employee grievances.

(b) (1) At any proceeding, a deaf employee may request an interpreter.

(2) The request must be in writing and submitted at least 5 days before the proceeding begins.

(c) The employer, employee organization, or union shall notify the deaf employee in writing of the right granted by this section as soon as it is possible or at least 8 days before the hearing begins.

(d) (1) If an interpreter is requested under this section, the employer, employee organization, or union shall request the Department of Disabilities to assist in locating a qualified interpreter to assist at the hearing.

(2) The Department of Disabilities shall promptly assist in locating an interpreter.

(e) The interpreter shall facilitate communication between the affected parties, subject to the code of ethics of the National Registry of Interpreters for the Deaf.

(f) The cost of the interpreter's services shall be divided equally between the employer and the union or employee organization.

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